



General Assembly

February Session, 2010

Raised Bill No. 169

LCO No. 279

00279_____LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

***AN ACT REQUIRING EMPLOYERS TO CITE A REASON FOR
TERMINATION OF THEIR EMPLOYEES.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective January 1, 2011*) (a) Any employer who
2 terminates an employee shall provide a written notice of the reason or
3 reasons for such termination to the employee at the time of such
4 termination, unless such notice is not required under the terms of an
5 employment agreement executed by the employer and the employee
6 prior to the date of such termination.

7 (b) A copy of the written notice provided by the employer in
8 accordance with subsection (a) of this section shall be retained by the
9 employer for a period of one year after the date of termination.

10 Sec. 2. Section 31-69a of the 2010 supplement to the general statutes
11 is repealed and the following is substituted in lieu thereof (*Effective*
12 *January 1, 2011*):

13 (a) In addition to the penalties provided in this chapter and chapter
14 568, any employer, officer, agent or other person who violates any

15 provision of this chapter, chapter 563a, chapter 557, [or] subsection (g)
 16 of section 31-288 or section 1 of this act, shall be liable to the Labor
 17 Department for a civil penalty of three hundred dollars for each
 18 violation of said chapters and for each violation of subsection (g) of
 19 section 31-288 or section 1 of this act, except that any person who
 20 violates (1) a stop work order issued pursuant to subsection (c) of
 21 section 31-76a, shall be liable to the Labor Department for a civil
 22 penalty of one thousand dollars and each day of such violation shall
 23 constitute a separate offense, and (2) any provision of section 31-12, 31-
 24 13 or 31-14, subsection (a) of section 31-15 or section 31-18, 31-23 or 31-
 25 24 shall be liable to the Labor Department for a civil penalty of six
 26 hundred dollars for each violation of said sections.

27 (b) The Attorney General, upon complaint of the Labor
 28 Commissioner, shall institute civil actions to recover the penalties
 29 provided for under subsection (a) of this section. Any amount
 30 recovered shall be deposited in the General Fund and credited to a
 31 separate nonlapsing appropriation to the Labor Department, for other
 32 current expenses, and may be used by the Labor Department to
 33 enforce the provisions of chapter 557, chapter 563a, this chapter and
 34 subsection (g) of section 31-288 and to implement the provisions of
 35 section 31-4.

This act shall take effect as follows and shall amend the following sections:		
Section 1	January 1, 2011	New section
Sec. 2	January 1, 2011	31-69a

Statement of Purpose:

To require that an employer provide a reason, in writing, for terminating an employee.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]